

IT IS HEREBY ORDERED, ADJUDGED, AND DECREED that the annexed Findings of Fact and Conclusions of Law for Vaton Upson (Exhibit 1) is adopted;

IT IS FURTHER ORDERED, ADJUDGED, AND DECREED Vaton Upson will have judgment against the BOE as follows:

1. Backpay in the amount of \$859;
2. LAST Fees in the amount of \$230;
3. Pre-judgment interest calculated to be \$318; and
4. Pension-related relief pursuant to the terms of the Court's Order dated December 17, 2018 (Pension Stipulation & Order, [ECF No. 1014]).

IT IS FURTHER ORDERED, ADJUDGED, AND DECREED that Vaton Upson will be entitled to the following non-monetary relief:

1. The BOE is ordered to amend its internal service, salary, payroll, and human resources systems as follows:
 - a. Incorporate the "Pension Inputs" detailed in Paragraph 4 of Exhibit 1;
 - b. Incorporate Vaton Upson's counterfactual monthly service history, as listed on Exhibit A to the Stipulation Regarding Vaton Upson; and
 - c. Grant Vaton Upson retroactive seniority based on her counterfactual monthly service history, as described in Paragraph 4 of Exhibit 1.

IT IS FURTHER ORDERED, ADJUDGED, AND DECREED that the Court adopts the Special Master's recommendation that this judgment be certified as final and appealable pursuant to Federal Rule of Civil Procedure 54(b) and expressly determines that there is no just reason for delay for the reasons stated in the Special Master's Report and Recommendation.

This Judgment Entry is certified and entered by the Court pursuant to Rule 54(b) of the Federal Rules of Civil Procedure.

Dated: 1/13/21

ENTERED

/s/ Kimba M. Wood

Exhibit 1

4. Based on the Special Master's and the Court's prior rulings in this action, Vaton Upson has satisfied her burden of establishing her entitlement to the following non-monetary relief:
- a. The BOE's internal service, salary, payroll, and human resources systems should be amended to incorporate Vaton Upson's counterfactual monthly BOE service history, as listed in the column entitled BOE Employment Title on Exhibit A;
 - b. Vaton Upson should receive retroactive seniority, based on the counterfactual monthly BOE service listed in the column entitled BOE Employment Title on Exhibit A, with respect to salary-step advancement, longevity bonuses, accrual of years of service for pension, post-retirement health care benefits, accrual of CAR days, sabbatical leave rights, restoration of health leave rights, and hardship transfers;
 - c. Pursuant to the procedures set forth in the Pension Stipulation & Order, [ECF No. 1014], the following information regarding Vaton Upson (the "Pension Inputs") should be imported into the Teachers' Retirement System of the City of New York:
 - i. Date of Birth — [REDACTED], 1976
 - ii. Gender — Female
 - iii. Address — [REDACTED]
Charlotte, NC, 28215
 - iv. Counterfactual date of appointment as a regularly appointed teacher — July 22, 2001
 - v. BOE Employment Title — As listed in column entitled Title on Exhibit A
 - vi. Annual contractual salary — As listed in column entitled Counterfactual Annual Salary on Exhibit A
 - vii. Monthly contractual salary — As listed in column entitled Counterfactual Monthly Earnings on Exhibit A
 - viii. Dates of breaks in service (if any) — N/A
 - ix. Termination of regularly appointed teacher service (if any) — September 2, 2014
 - x. Retirement date (if any) — N/A

DATED: December 21, 2020